

M e m o r a n d u m

To: Panel Members

Date: June 22, 2006

From: Dolores Kendrick, Manager

Analyst: N. Weingart

Subject: One-Step Agreement for **VIDEO SYMPHONY ENTERTRAINING, INC.**

CONTRACTOR:

- Multiple Employer: Training Agency
- Training Project Profile: Retraining: Companies W/Out-Of-State Competition
- Legislative Priorities: Promotion of California's Manufacturing Workforce
Displaced, Potentially Displaced Workers
Developed Jointly By Managers And Workers
- Type of Industry: Manufacturing and Entertainment Media Services
- Repeat Contractor: Yes
- ETP Trainees Represented by Union: Yes
- Name and Local Number of Union Representing ETP Trainees: Motion Picture Editors Guild, IATSE Local 700; Art Directors Guild & Scenic, Title and Graphic Artists, IATSE Local 800; The Animation Guild and Affiliated Optical Electronic and Graphic Arts, IATSE Local 839; International Brotherhood of Electrical Workers, Broadcast, Television, Recording Engineers, Local Union 45; National Association of Broadcast Employees and Technicians (NABET) Local 53

CONTRACT:

- Program Costs: \$373,464
- Substantial Contribution: \$0
- Multiple Employer Support (8%) \$25,704
- Total ETP Funding: \$399,168
- Total In-kind Contribution: \$251,206
 - *Trainee Wages Paid During Training:* \$165,186
 - *Other Contributions:* \$86,020
- Reimbursement Method: Fixed-Fee
- County(ies) Served: Statewide
- Location of Training: 100% Center Based; 0% Employer Site

INTRODUCTION:

This will be the sixth Agreement between ETP and Video Symphony EnterTraining, Inc. (VS), a private, for-profit training center. VS is eligible to contract with the ETP under Title 22, California Code of Regulations (CCR), Section 4400(z) and Section 4426(a)(6) as a training agency approved by the Bureau for Private Postsecondary and Vocational Education (BPPVE).

Participating employers will be from the entertainment industry: production studios and post-production houses; technical support and consulting companies; distribution; news agencies; advertising; and equipment sales and rental companies. These employers will be eligible for Employment Training Panel funding under Title 22 CCR, Section 4416(d)(1-4); Section 4416(e)(1)(2); Section 4416(i)(1)(2) as companies facing out-of-state competition. VS proposes to retrain 378 incumbent workers from eligible participating employers located primarily in the Southern California area.

Proposed Contract Amount

VS originally submitted a funding Application to train 428 workers for a total amount of \$452,280. However, staff recommended that the Agreement amount be reduced at this time based on prior performance. The prospective Contractor is aware that it may approach the Panel in the future should trainee enrollments and completions warrant additional funding.

MEETING ETP GOALS AND OBJECTIVES:

VS proposes training that will further the following ETP goals and objectives:

- 1) Support training for workers in motion picture and video production, post production services, and other motion picture and video industries who are subject to displacement because of changes in technology or significantly increasing levels of international and out-of-state competition.
- 2) Promote California's manufacturing workforce.
- 3) Invest in developing the skills of frontline workers and foster job retention of high-wage, high-skilled jobs.
- 4) Support training that is jointly developed by management and labor.

TRAINING PLAN TABLE:

Grp/Trainee Type	Types of Training	No. Retain	No. Class/Lab Videocnf. Hrs.	No. CBT Hrs.	Cost Per Trainee	Hourly Wage After 90 Days
Retrainee Job Number 1 & 2	MENU: Advanced Technology	378	24-56	0	\$1,056 average	\$14.00 - \$75.00
Wages After 90-Day Retention						
<u>Occupation</u>						
Engineer Director Art Director/Designer Director of Operations DVD/Home Entertainment Staff Editor Assistant Editor Graphics Staff Information Technology Marketing Staff Producer Assistant/Associate Producer Production Staff Production Assistant Production Manager Quality Control Staff Sound Designer Sound Editor/Mixer Sound Engineer Tape Operator Technician Program Prep Staff Avid Engineer Telecine Staff Webmaster Animator Internet Operations Camera Operator						

TRAINING PLAN TABLE: (continued)

<u>Health Benefits Used To Meet ETP Minimum Wage:</u> Although some companies may pay health benefits for their employees, hourly contributions are not being used to meet ETP minimum wage requirements.	<u>Turnover Rate</u> 20%	<u>Percent of Manager and Supervisors to be Trained</u> 20%
<u>Other Employee Benefits:</u> Other employee benefits will vary by employer.		

COMMENTS / ISSUES:

Frontline Workers

Eighty percent or more of the participants in this project will meet the Panel definition of frontline workers under Title 22 CCR, Section 4400(ee). VS may train up to 20% Managers and Supervisors who do much the same job as frontline workers in this industry.

Production During Training

The proposed Contractor agrees that during ETP-funded training hours, trainees will not produce products or provide services which will ultimately be sold.

Motion Picture Payroll Services Company Representation Provision

Because this proposal will likely involve a participating employer that has contracted with a Motion Picture Payroll Services Company (MPPSC), VP agrees to include the MPPSC Representations provision in the Agreement. This provision is required by the PEO/MPPSC Guidelines the Panel adopted at its April 26, 2007 meeting. Staff will ensure that the MPPSC is a signatory to the collective bargaining agreement.

RECOMMENDATION:

Staff recommends that the Panel approve the proposal based on VS's statement that its participating companies, targeted by the Panel as priority industry employers, must provide employees with state-of-the-art skills to meet competitive pressures of the global entertainment industry.

NARRATIVE:

VS, located in Burbank, has been a TV, film, and video training center for software publishers since 1994, and trains media professionals on the latest digital production tools used in the entertainment industry. The company representative asserts that VS is an authorized center for Adobe, Alias, Apple, Avid, Digidesign, SRS Labs, Boris, and Sonic, and is equipped with state-of-the-art digital media hardware and software. Trainers are industry professionals, some of whom are certified by the software vendors. The school's client list includes Universal, Disney, Fox, Warner Brothers, Sony, ABC, CBS, NBC, Nickelodeon, production and post production companies, freelancers, cable and satellite networks and programmers, local broadcast stations, and industry guilds (IATSE and NABET). Besides being approved by the BPPVE) in California, VS is nationally accredited by the Accrediting Council for Continuing Education and Training (ACCET) in Washington, D.C.

According to the Contractor's representative, two major forces continue to affect the entertainment industry: significant "runaway" production, and the change from analog to digital production and delivery. Production and post-production continue to leave California for other states and other countries, and local companies are threatened by decreased business, which puts employees in danger of displacement unless they have new products and services and state-of-the-art technical skills to give them an advantage. Additionally, as the industry continues to transition from analog to digital production and delivery methods, companies need to keep current on new innovations and technological developments to remain competitive.

In this project, VS proposes to provide Advanced Technology training to 378 digital media specialists and support staff. Courses will include film & video production hardware and software; special effects; audio, music and sound; website creation and streaming media production and distribution; animation, and maintenance and troubleshooting of computer systems.

Employer Demand

Panel policy requires multiple employer contractors provide evidence of employer demand for training.

VS staff reports that the school has many links to the employer community via past training, ongoing advertising, and attendance at industry-related events. VS has a prominent presence on the Internet: it receives approximately 100,000 visitors per month to its website; has top ranking on several major search engines; and has links through several of its software manufacturers' websites. In addition, an experienced VS Website Live Advisor is available for live online chats to answer questions for employers and employees. VS also conducts regular outreach calls to studio managers, does major mailings several times a year, sends quarterly emailings to past and potential clients, and continues to attend local conventions, trade shows, and special interest group meetings.

VS staff personally visits interested employers to recruit employers and employees and help assess their specific training needs. VS staff believes that this personalized approach ensures that employees receive relevant training: classes are added and dropped based on industry needs. Input into curriculum comes regularly from contact with current and previous clients (both companies and trainees), training partners, unions, and other industry organizations. Software and hardware updates are immediately incorporated into the curriculum. Employers select only the training courses they need for their business and for their employees. If an

NARRATIVE: (continued)

employer requires training beyond the scope of scheduled courses or at unconventional times, VS will work with them to customize a class that will respond to any special needs. VS then obtains feedback through online student evaluations rating course content, instructors, and equipment to determine how valuable a class has been and the need for adjustments.

Commitment to Training

VS staff reports that 90% of the employers in its target market have fewer than 20 employees; and most employers have no significant internal training resources. Most now provide little to no training on their own, and what might be offered is informal and sporadic given by fellow employees. VS asserts that most of the employers have little to no training budget, and would not be able to provide any significant training were it not for ETP funding: (1) companies lack qualified instructional staff and the availability of industry experts is limited; (2) employers find it difficult to schedule their own equipment out of production; (3) training materials are expensive and/or hard to get; and (4) it is too costly to give specialized classes for small numbers of workers. VS staff indicated that many employers will be offering training for the first time. Others who have previously participated will send some trainees for the first time and others for updated courses or new material they have not previously received.

After the completion of ETP-funded training, employers are encouraged to utilize VS resources to provide ongoing training for their employees in order to maintain their cutting edge skills. Employers are learning that continuous training will help ensure business growth and steady employment for the trainees with a particular company or within the entertainment industry.

SUBCONTRACTORS:

None.

THIRD PARTY SERVICES:

None.

PRIOR PROJECTS:

The following are completed project statistics for ETP Agreements with this Contractor within the last five years:

Agreement Number	Location (City)	Term	Contract Amount	Amount Earned	Planned In-kind	Reported In-kind
*ET02-0141	Burbank	01/01/02 - 12/31/03	\$672,695	\$225,655 (33%)	\$1,129,000	\$492,244
ET03-0313	Burbank	05/05/03 - 05/04/05	\$1,186,876	\$994,885 (84%)	\$624,145	\$524,282
**ET05-0252	Burbank	06/01/05 – 05/31/07	\$492,000	**\$151,441 (est) (31%)	\$351,190	\$108,868 (est)

*ET02-0141: The Contract Status Report dated 11/29/04 shows that 245 trainees were enrolled (49 percent), 218 completed retention (43.6 percent), and 34 percent of the funding was earned by the Contractor. The average per person in-kind was estimated at \$2,258 per trainee based on wages and benefits while in training, and a per person flat fee charged by the Contractor: $\$2,258 \times 218 = \$492,244$.

The Contractor reported that training under this Agreement got off to a slow start for several reasons. Writers and actors had threatened to strike in 2001, a circumstance that stimulated production at the beginning of the year, but caused a slowdown later on after the threat disappeared. Production decreased and fewer production people were working, so employers were reluctant to send people to training due to concerns about their ability to meet ETP employment and retention requirements. The economy slowed in general after 9/11/01, again making employers apprehensive about the future and hesitant to train staff well into 2002.

Due to market conditions and a low ETP reimbursement rate, Video Symphony had to curtail sales and marketing for this ETP training program. The Contractor found it extremely difficult to train at the Advanced Technology rate in competition with other, budget-based Agreements in which no charges were passed on to employers. However, the school continued to train workers to promote goodwill with its clients, and actually experienced an increase in enrollment when it deleted the co-pay requirement, even though it had been financially difficult for them to do so.

** ET05-0252: VS encountered a number of challenges that hindered fulfillment of this ETP contract: (1) facility limitations that resulted in a limited number of classes and long waiting lists; (2) employer scheduling problems; and (2) employer co-pay issues.

Since VS's first ETP contract, overall student enrollment has expanded steadily and many new courses have been added to the curriculum. However, by 2004, VS's demand had outgrown its space and the school was operating at full capacity. At the start of this ETP contract, VS had secured a new facility but the lease agreement fell through. The school finally found larger quarters and relocated last year in the Burbank media district, but the move and reorganization took longer than expected. ETP activities resumed, but the lack of space and the move had already affected contract performance. Going forward, in addition to having adequate space for more classes, VS can now accommodate employers who need to schedule staff at the last minute as production breaks occur. However, employer production schedules

PRIOR PROJECTS: (continued)

(which VS cannot predict or control), will continue to be a variable in the overall success rate of the ETP Agreement.

VS also discovered that many studios were accustomed to no-cost training and did not adapt easily to employer co-pays, often lacking an internal accounting system to process them. VS estimates that about 30% of lost ETP enrollees was due to employer fees, which caused clients to forego training or look elsewhere. Since ETP reimbursement has now increased from \$20 to \$26 for this priority industry, VS will be able to reduce its per employee co-pay, which should encourage employers to send staff to training.

Video Symphony EnterTraining, Inc.

MENU CURRICULUM

Class/Lab Hours

24-56 Trainees may receive any of the following

ADVANCED TECHNOLOGY

102 Working with Film and 24p on Avid

- ❖ Responsibilities of the Assistant Editor
- ❖ Procedures for organizing a session
- ❖ Logging, digitizing & transfer of source material
- ❖ Outputting Edit Decision Lists & cut lists
- ❖ Digitizing & syncing dailies
- ❖ Preparing for telecine

104 Intro to Decks & Mixers

- ❖ Working with master clips & media files
- ❖ Preparing non time-coded media for online work
- ❖ Digitizing from videotape
- ❖ Output to tape with Avid's output tools

106 Trimming on the Avid

- ❖ Basic Trimming
- ❖ Multi-channel trimming
- ❖ Sync Analysis
- ❖ Sync-changing techniques

110 Avid Intro to Media Composer Effects

- ❖ Applying transition and single-layer effects
- ❖ Creating multi-layered effects
- ❖ Understanding effects nesting
- ❖ Manipulation of multi-layer effects
- ❖ Designing effects with AVID 3D Effects
- ❖ Designing DVE templates
- ❖ Working with Chroma & Luma keys

201 Avid Advanced Media Composer Techniques

- ❖ Advanced Features of Media Composer
- ❖ Time-saving Techniques
- ❖ Scene and segment maneuvers
- ❖ Troubleshooting Techniques

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

202 Advanced Avid Database Management

- ❖ Advanced Avid editing tips
- ❖ Media management techniques
- ❖ Managing and moving Avid media
- ❖ Avid database management

204 Advanced Decks & Mixers

- ❖ Professional decks and mixers
- ❖ Signal flow and cabling
- ❖ Striping tapes
- ❖ Video tape formats and timecode types
- ❖ Reference signals and sound paths
- ❖ Digidesign plug-ins and EQ
- ❖ OMFs, EDLs, and consolidation
- ❖ Concepts of ADR, foley and mixing

207 Avid Editing Workshop

- ❖ Hands-on editing using real-life footage from projects of various genres
- ❖ Editing dialogue scenes
- ❖ Comedy, action, montage and title sequences

208 Intermediate Editing Aesthetics

- ❖ Aesthetics of editing from preparation through completion
- ❖ Editing episodic television shows
- ❖ Scene pacing, emotional impact and visual interest

209 Intermediate Avid MC & AVX Effects

- ❖ Creating horizontal and vertical effects
- ❖ 3D warp, nesting, multilayered effect templates
- ❖ Creating titles with Title Tool
- ❖ Design and building of complex effects sequences
- ❖ Using the Avid Illusion AVX plug in
- ❖ Rendering techniques

210 Creating Graphics & Mattes with Avid and Photoshop

- ❖ Transition and single-layer effects
- ❖ Create multi-layered effects
- ❖ Understanding nesting
- ❖ Manipulation of multi-layer effects
- ❖ Design effects with AVID 3D effects
- ❖ Design DVE templates
- ❖ Work with Chroma & Luma keys
- ❖ Moving media between Avid & 3rd party graphics
- ❖ Integrating Photoshop in an edit timeline
- ❖ Intraframe editing to create paint effects & mattes
- ❖ Preparing graphics for import

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

ADVANCED TECHNOLOGY (continued)

211 Alpha Channels, Rotoscoping, Graphic Formatting & Conversion

- ❖ Working with alpha channels
- ❖ Rotoscoping in the Avid environment
- ❖ Formatting graphics for import and export

239 Avid Color Correction with MC and Xpress Pro

- ❖ Color correction of shots and sequences
- ❖ Adjusting color and luminance for broadcast
- ❖ Color treatment for sequences

301 Intro to Short Form Editing

- ❖ The art of the "quick cut" for promos and commercials
- ❖ Stylizing for broadcast and film
- ❖ Magazine-style editing

302 EDL Manager & Film Scribe: Managing Lists

- ❖ Creating cut lists with Avid's EDL Manager
- ❖ Using Film Scribe software
- ❖ Preparing for sound editors and online editors
- ❖ Preparing for opticals and negative cutters

305 Advanced Avid MC Effects

- ❖ Nonlinear editing effects
- ❖ Using the palette of available effects
- ❖ Multiple video track layering (compositing), nesting
- ❖ Manipulation of multi-layer effects
- ❖ Nesting and keying

306 Promo Editing for Television

- ❖ Editing 30-second promos
- ❖ Aesthetic and technical aspects of short form; editing for broadcast television

320 Finishing on the Avid

- ❖ Calibrating a Media Composer
- ❖ Developing strategies for offline and online
- ❖ Conforming sequences on Media Composer

324 Color Correcting on Media Composer

- ❖ Perform basic and secondary color correction
- ❖ Perform motion tracking and stabilization
- ❖ Reformat a program in multiple aspect ratios

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

336 Narrative Long-Form Editing

- ❖ Hands-on experience editing narrative fiction
- ❖ Editing action and dramatic dialogue scenes
- ❖ Selection, pacing, picture and sound editing techniques
- ❖ Solutions to editorial challenges

337 Advanced Narrative Long-Form Editing

- ❖ Continuation of 336 workshop
- ❖ Additional experience and challenges for editors
- ❖ Selection, pacing, picture and sound editing techniques
- ❖ Solutions to editorial challenges

510 Survival Skills for the Avid Assistant Editor

- ❖ Responsibilities of Assistant Editors
- ❖ Procedures for organizing a session
- ❖ Creating Digital Intermediate cut lists
- ❖ Logging, digitizing & transfer of source material
- ❖ Working with networks & digital outputs

511 Survival Skills for the Avid TV Assistant Editor

- ❖ Extension of 510 course
- ❖ Focus on TV post-production for assistant editors.
- ❖ Specific challenges of television post

532 Post Studio Session 2

- ❖ Re-digitizing previous projects
- ❖ Logging, digitizing, editing, adding effects
- ❖ Importing graphics
- ❖ Recreating & moving media
- ❖ Adding sound effects, music, voice-over audio
- ❖ Audio sweetening

533 Post Studio Session 3

- ❖ On-lining and final project
- ❖ Waveform and vector scopes
- ❖ Create a 60-second spot using only the Avid
- ❖ Transfer to Beta-SP tape for demo reel

601 Intro to Adobe Illustrator

- ❖ Using palettes and tools for creating vector-based graphics
- ❖ Drawing & editing; pen tool techniques
- ❖ Type tool features; transformation tools
- ❖ Gradients and graphs
- ❖ File sharing & compatibility; color separations

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

603 Typography Design

- ❖ Updating typography for visual storytelling
- ❖ Principles of typography
- ❖ Use and design of type for titles
- ❖ Using type as a problem-solving tool

605 Color Theory in Design

- ❖ Appropriate application of color theory
- ❖ Creative use of color
- ❖ How to use color effectively in motion graphics

607 Layout and Composition

- ❖ Aesthetics of layout and composition
- ❖ Concepts of what makes an image work
- ❖ Framing, flow and dynamic composition
- ❖ Successful motion graphic designs

609 Project Planning and Management Techniques

- ❖ Learning to plan and manage complex projects
- ❖ Pre-production, production, and post-production

611 Intermediate Photoshop

- ❖ Photo re-touching
- ❖ Basic pen tool techniques; vector shapes and clipping
- ❖ Masking & layering techniques
- ❖ Exporting Photoshop effects into video editing programs

612 Advanced Photoshop

- ❖ Advanced topics: matte painting, virtual sets, rotoscoping, freeze-frames, transparency, blending
- ❖ Gradients, paintbrushes, photo-realism, creating backgrounds for titles and credits
- ❖ "Workplace deadline" assignments

620 Intro to Adobe After Effects

- ❖ Exploring the world of Motion Graphics
- ❖ Setting keyframes; compositing layers
- ❖ Music, backgrounds, textures
- ❖ Modifying geometric properties
- ❖ Preparing files, pre-composing, motion paths
- ❖ Time re-mapping, transfer windows, audio essentials
- ❖ Masking, filters; keyframing assistants, character animation

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

621 Intermediate After Effects

- ❖ Workflow management, compositing for TV vs Web,
- ❖ Animated masks
- ❖ Advanced masking, re-mapping, screen keying
- ❖ Motion tracking, motion stabilization
- ❖ Formatting & rendering

622 Advanced After Effects

- ❖ Analyzing, dissecting, rebuilding, and revising well-known commercials, movie trailers and other commercial projects
- ❖ .Advanced plug-ins, 3D objects, basic expressions

630 Boris Text & Title Animation, Effects, Filters and Compositing

- ❖ Boris Red for generation of professional-grade animation
- ❖ Compositing images; importing images
- ❖ Text and title animation with advanced title techniques
- ❖ Effects and image compositing in 2D and 3D
- ❖ Special effects filters, color keying, color manipulation
- ❖ Masking images and nested effects

635 Digital Media Delivery

- ❖ Analyzing, dissecting, rebuilding, and revising well-known commercials, movie trailers and other commercial projects
- ❖ .Output, formatting standards, compression, conversion and quality control

640 Storyboarding Techniques

- ❖ Fundamentals of story planning and layout
- ❖ Practical and economic aspects of storyboarding
- ❖ Pre-visualization of projects
- ❖ Technological options available for storyboarding

650 Compositing & Rotoscoping for Film & Television

- ❖ Compositing separate video or still elements into a, blended scene
- ❖ Methods to accomplish rotoscoping.

670 Title Graphics for Film & TV

- ❖ Concepts of title graphics for film and television
- ❖ Exploring sophisticated title design
- ❖ How designs are constructed using software tools

690 Motion Graphics Synthesis

- ❖ Simulates typical motion graphics and effects assignments
- ❖ Innovative solutions for graphical challenges
- ❖ Application of Photoshop, After Effects, Boris, typography

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

703 Intro to DVD Studio Pro

- ❖ Converting PCM audio files into Dolby Digital
- ❖ Creating motion menus and still menus
- ❖ Transcoding QuickTime files into MPEG-2
- ❖ Interactive authoring

706 Designing DVD Menu Graphics w/After Effects & Photoshop

- ❖ Menu design planning and creation
- ❖ Using Photoshop and After Effects in DVD menus
- ❖ Rendering requirements for transcoding to MPEG-2

711 Encoding Audio & Video for DVD

- ❖ Reduction of distracting artifacts
- ❖ Varying the encode pattern
- ❖ Setting inverse telecine parameters for 24fps film-based material
- ❖ Basics of encoding audio for DVD
- ❖ Compatible audio formats
- ❖ Working with Apple's A-pack to encode
- ❖ AIFF files directly to AC-3 and Dolby Digital
- ❖

723 Advanced Authoring with DVD Studio Pro

- ❖ Project planning
- ❖ Encoding fundamentals
- ❖ Advanced authoring
- ❖ Menu Design
- ❖ Web-connectivity

731 Advanced DVD Production

- ❖ Setting layer breaks for dual-layer titles
- ❖ Customizing User Operations for limited viewer access
- ❖ Devising complex cell commands
- ❖ Proofing irregularities
- ❖ DVD-R/DLT workflow
- ❖ Backup to DLT
- ❖ Organization of assets
- ❖ Creating Hybrid DVDs
- ❖ Creating Web-connected DVDs
- ❖ Quality Control issues and operation

920 Intro to Macromedia Flash

- ❖ Utilizing Timelines
- ❖ Creating Simple Objects
- ❖ Modifying Simple Objects
- ❖ Complex Objects on a Single Layer
- ❖ Complex Objects on Multiple Layers

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

930 Motion Graphics and 3D

- ❖ Integrating 3D into motion graphics projects
- ❖ Managing a 3D environment from within After Effects; Flying logos, titles, and station Ids

941 DV Camera & Lighting

- ❖ Lighting techniques
- ❖ Camera operation
- ❖ Camera filters

1201 Intro to Maya

- ❖ Creating models using primitives and surfaces
- ❖ Setting keyframes to animate objects
- ❖ Shading, textures, and lighting
- ❖ Particle events and attributes
- ❖ Rendering for final output

FCP200 Intro to Final Cut Pro Editing

- ❖ Introductory non-linear editing features
- ❖ Digitizing and organizing source footage
- ❖ Editing sync & non-sync material
- ❖ Adding effects, creating titles
- ❖ Editing non-sync material
- ❖ Trimming sequential material
- ❖ Adding transition & filter effects

FCP350 Advanced Finishing Techniques in Final Cut Pro

- ❖ Basic and secondary color correction
- ❖ Performing motion tracking and stabilization
- ❖ Reformatting a program in multiple aspect ratios

PT101 Introduction to ProTools

- ❖ Importing audio files
- ❖ Recording modes
- ❖ Audio Regions
- ❖ Basic editing and mixing

PT104 Mixers, VTR's, Patch bays

- ❖ Use and interconnection of devices
- ❖ Use of mixers with Pro Tools
- ❖ Video tape recorders
- ❖ Set-up and menu options.

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

PT110 Intro To Pro Tools Plug-ins and Effects

- ❖ Uses and techniques of basic plug-ins
- ❖ EQs, compressors, gates and dynamics
- ❖ Effects - reverb, delay, and chorus

PT140 Post Production Sound

- ❖ An in-depth examination of the post-production sound process, aesthetically and technically. Includes film clip examples and scripting from a sound POV

PT201 ProTools Production Essentials

- ❖ Overview of production environments
- ❖ Session Management
- ❖ Navigation and control
- ❖ Recording modes for various applications

PT210M Music Production Techniques (2005)

- ❖ Advanced Music Editing I
- ❖ MIDI tools and techniques
- ❖ Sampler integration
- ❖ Synchronization
- ❖ Multichannel audio

PT210P Post Production Techniques (2005)

- ❖ Advanced Post Editing I
- ❖ Advanced Mixing I
- ❖ Multiple deck control
- ❖ Digital picture integration with Avid and Avoption

PT219 Intermediate Sound Design (2005)

- ❖ Sound editing and mixing to support content
- ❖ Origins of sound (production, library, foley, ADR)
- ❖ Attaining the most appropriate effects
- ❖ Developing rhythm, emotion and story elements

PT221 Sound Recording Concepts & Techniques

- ❖ Perception of sound, capturing sound
- ❖ Portable DAT recorders, microphones, mixers
- ❖ Mic-pre-amps and compressors
- ❖ Connectors, cabling, and other hardware.
- ❖ Microphone pick-up patterns, proximity effects
- ❖ Field recording of sound effects

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

PT222 5.1 Surround Sound Mixing

- ❖ Issues and techniques for mixing surround-sound
- ❖ Productions and listening environments.
- ❖ Set-up and calibration of the Pro Tools 5.1
- ❖ Surround templates
- ❖ Pro Tools Edit Pack, ICON
- ❖ Session preparation, plug-ins (Octocomp, Revibe)
- ❖ Aesthetics of surround mixing

PT225 Editing Sound Effects

- ❖ Effects editorial for film scenes
- ❖ Directors screening, session setup
- ❖ Importing digital video, cutting and layering effects
- ❖ Theories of effects recording
- ❖ Delivery requirements for dubbing stage

PT235 Editing Backgrounds

- ❖ Creating atmosphere, space, fill, ambiance
- ❖ Session setup, importing digital video
- ❖ Cutting and layering backgrounds, transitions
- ❖ Delivery requirements for dubbing stage

PT241 Foley Cueing & Recording

- ❖ Spotting sessions, cueing, recording Foley
- ❖ Cueing Foley in Pro Tools
- ❖ Recording session at a Foley stage

PT245 Foley Editing

- ❖ Editing a Foley session
- ❖ Editing footsteps and props, layering Foley
- ❖ Session layout for temp-dubs and finals

PT255 Music Editing

- ❖ Creating music intros and endings
- ❖ Musical and visual beats, music beds
- ❖ Creating emotion and movement
- ❖ Delivering a final score

Video Symphony EnterTraining, Inc.

MENU CURRICULUM (continued)

Advanced Technology (continued)

PT265 Dialogue and ADR Editing

- ❖ Loading production tracks, phasing to picture
- ❖ Reading a line scripts, sound reports
- ❖ Auto conforming, importing OMFs
- ❖ Building production tracks
- ❖ Smoothing ambiance and vocal quality
- ❖ ADR spotting, ADR recording
- ❖ Working with director and actors
- ❖ Editing ADR with dialogue
- ❖ Prepping session for mix
- ❖ Prepping tracks for non-English version

PT291 Conforming & Synthesis

- ❖ Conforming sessions to new picture elements
- ❖ Phase locking of guide tracks
- ❖ Preparing master session for final mix

PT310M Advanced Music Production Techniques

- ❖ Advanced Music Editing II (advanced audio and MIDI editing, retiming, conforming)
- ❖ Advanced Mixing II (surround sound, panning, cue mixes, automation)
- ❖ Plug-ins
- ❖ Collaboration techniques

PT310P Advanced Post Production Techniques

- ❖ Advanced post editing II
- ❖ Speed techniques for dialog, music and effects
- ❖ Advanced Mixing II
- ❖ Surround sound, multiple simultaneous mixes
- ❖ Downmixing
- ❖ Troubleshooting
- ❖ Collaboration issues

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Video Symphony EnterTraining, Inc.

CCG No.: ET08-0120

Reference No: 07-0538

Page 1 of 6

PRINT OR TYPE

Company: Ascent Media Group

Address: 520 Broadway – 5th Floor

City, State, Zip: Santa Monica, CA 91401

Contact Person/Title: Ms. Kaz Aita, Human Resources Coordinator

Telephone No.: 818.840.7979

Collective Bargaining Agreement(s): IATSE Local 700

Estimated #of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 4,200

Total # of full-time company employees in California: 2,100

Company: CBS

Address: 7800 Beverly Blvd.

City, State, Zip: Los Angeles 90036

Contact Person/Title: Marc Hurd, Director of Technical Operations

Telephone No.: 323.575.4510

Collective Bargaining Agreement(s): IBEW Local 45

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 8,000

Total # of full-time employees in California: 800

Company: Cox Communications

Address: 29947 Avenida De Las Banderas

City, State, Zip: Rancho Santa Marguerita, CA 92688

Contact Person/Title: Marie Kulmer, Director, HR

Telephone No.: 949.546.2113

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: over 70,000

Total # of full-time company employees in California: over 2,000

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Video Symphony EnterTraining, Inc.

CCG No.: ET08-0120

Reference No: 07-0538

Page 2 of 6

Company: DIC Entertainment Corp.

Address: 4100 W. Alameda Drive

City, State, Zip: Burbank, CA 91505

Contact Person/Title: Gil Perez, Music Technical Director

Telephone No.: 818.955.5575

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 121

Total # of full-time company employees in California: 121

Company: Film Roman

Address: 2950 N. Hollywood Way

City, State, Zip: Burbank, CA 91505

Contact Person/Title: Ms. Cherri Accetta, Director of Human Resources

Telephone No.: 818.748.4002

Collective Bargaining Agreement(s): IATSE Local 839

Estimated # of employees to be retrained under this Agreement: 30

Total # of full-time company employees worldwide: 390

Total # of full-time company employees in California: 390

Company: Fox Networks Group

Address: 10201 Pico Blvd.

City, State, Zip: Los Angeles, CA 90035

Contact Person/Title: Paul Chianes, VP Organizational Development & Training

Telephone No.: 310.369.0219

Collective Bargaining Agreement(s): IATSE Local 700, IATSE Local 800, NABET Local 53

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 2,765

Total # of full-time company employees in California: 1,478

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Video Symphony EnterTraining, Inc.

CCG No.: ET08-0120

Reference No: 07-0538

Page 3 of 6

Company: Graphic Orb

Address: 5636 Tujunga Ave.

City, State, Zip: North Hollywood, CA 91601

Contact Person/Title: Jacquie Hughes, Vice President

Telephone No.: 818.623.2000

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 72

Total # of full-time company employees in California: 72

Company: Keycode Media

Address: 11530 Ventura Blvd.

City, State, Zip: Studio City, CA 91604

Contact Person/Title: Ka Man Chan, Controller

Telephone No.: 818.303.3970

Collective Bargaining Agreement(s): No

Estimated #of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 42

Total # of full-time company employees in California: 42

Company: Megatrax Production Music, Inc.

Address: 7629 Fulton Avenue

City, State, Zip: N. Hollywood, CA 91605

Contact Person/Title: Steven Naugle, Controller

Telephone No.: 818.255.7100

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 4

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 33

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Video Symphony EnterTraining, Inc.

CCG No.: ET08-0120

Reference No: 07-0538

Page 4 of 6

Company: Modern Video Film

Address: 4411 W. Olive

City, State, Zip: Burbank, CA 91505

Contact Person/Title: Bill Watt, Executive Vice President

Telephone No.: 818.255.7100

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 48

Total # of full-time company employees worldwide: 400

Total # of full-time company employees in California: 400

Company: NBC Universal

Address: 3000 Alameda Ave.

City, State, Zip: Burbank, CA 91523

Contact Person/Title: Cristina Perez, Human Resource Director

Telephone No.: 818.840.3314

Collective Bargaining Agreement(s): NABET Local 53

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: Approx. 14,000

Total # of full-time company employees in California: Approx. 5,000

Company: NGTV

Address: 9944 Santa Monica Blvd.

City, State, Zip: Beverly Hills, CA 90212

Contact Person/Title: Natasha Hamidi, Director of Finance & Human Resources

Telephone No.: 310.556.8600

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 36

Total # of full-time company employees in California: 36

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Video Symphony EnterTraining, Inc.

CCG No.: ET08-0120

Reference No: 07-0538

Page 5 of 6

Company: Point 360

Address: 2777 N. Ontario Street

City, State, Zip: Burbank, CA 91504

Contact Person/Title: Mary Kay Berg, Director of Human Relations

Telephone No.: 818.565.1401

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 433

Total # of full-time company employees in California: 388

Company: Technicolor Entertainment Services

Address: 2233 Ontario St.

City, State, Zip: Burbank, CA 91504

Contact Person/Title: Thom Doonan, Manager of Training & Development

Telephone No.: 818.260.4962

Collective Bargaining Agreement(s): IATSE Local 700

Estimated # of employees to be retrained under this Agreement: 45

Total # of full-time company employees worldwide: 5662

Total # of full-time company employees in California: 1510

Company: The Cimmaron Group

Address: 6855 Santa Monica Blvd.

City, State, Zip: Hollywood, CA 90038

Contact Person/Title: Wayne Francis, Human Resources Manager

Telephone No.: 323.337.0400

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 145

Total # of full-time company employees in California: 145

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Video Symphony EnterTraining, Inc.

CCG No.: ET08-0120

Reference No: 07-0538

Page 6 of 6

Company: Wexler Video

Address: 1111 S. Victory Blvd.

City, State, Zip: Burbank, CA 91502

Contact Person/Title: Susan Dwyer, Director of Human Resources

Telephone No.: 818.846.9381

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 101

Total # of full-time company employees in California: 101

MOTION PICTURE EDITORS GUILD

Lisa Zeno Churghin
President

Carol Littleton
Vice President

Martin Levenstein
2nd Vice President

Diane Adler
Secretary

Rachel B. Igel
Treasurer

William (Bill) Elias
Sergeant At Arms

Ronald G. Kutak
Executive Director

Directors

Louis Bertini

David Bruskin

Jeff Burman

Stephanie Casey

Paul Covington

Samuel G. Grutcher

Robert Deschaine

Peter C. Frank

David Gaines

John Gilbert

Alan Helm

Sharon Smith Hotley

Maysie Hoy

J. Paul Huntsman

Marc Laub

Stephanie Lowry

F. Hudson Miller

Maggie Ostroff

Mary Prange

Mark Rathaus

Nancy Richardson

Gary Ritchie

John Beltaire Roesch

Kevin D. Ross

Jessica Rubin

Gregg Rudloff

A. Maddy Shtrazi

Beth Stiller

John Trask

Dan Ward

Billy Weber

Sidney Wolinsky

Scott Young

May 10, 2007

To Whom It May Concern:

The Motion Picture Editors Guild, I.A.T.S.E. Local 700, supports Video Symphony's effort to participate in the ETP Program. Local 700 represents over 6000 members, many of whom would benefit from the ETP Program.

Our industry is constantly undergoing technological changes and therefore it is critical that our members utilize any and all training that keeps their skills up to date. They must continue their training as new systems and related software becomes available.

Video Symphony is already an approved facility and participant in the Motion Picture Editors Guild Training Program.

Should you have any questions or if there is anything we can do to facilitate Video Symphony's participation in ETP, please let us know.

Sincerely,



Dieter Rozek
Training Coordinator

LOCAL 700

7715 Sunset Boulevard, Suite 200, Hollywood, CA 90046 • (323) 876-4770 or (800) 705-8700 • Fax (323) 876-0861
145 Hudson Street, Suite 201, New York, NY 10013 • (212) 302-0700 • Fax (212) 302-1091
6317 N. Northwest Highway, Chicago, IL 60631 • (773) 594-6598 or (888) 594-6734 • Fax (773) 594-6599
Local 700, I.A.T.S.E. & M.P.T.A.A.C. • <http://www.editorsguild.com> • mail@editorsguild.com



A R T D I R E C T O R S G U I L D
& SCENIC, TITLE and GRAPHIC ARTISTS

May 23, 2007

Video Symphony
266 E. Magnolia Blvd.
Burbank, CA 91502

Re: ETP Training

To Whom It May Concern:

We approve our guild members from Fox Networks to participate in the Video Symphony ETP Program. This is a benefit to our members.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Roth".

Scott Roth
Executive Director
Art Directors Guild

IATSE
LOCAL 800



T·A·G

THE ANIMATION GUILD and Affiliated Optical Electronic and Graphic Arts, Local 839 IATSE
4729 Lankershim Boulevard, North Hollywood, CA 91602-1864

phone: (818) 766-7151 • fax: (818) 506-4805

<http://www.animationguild.org> • email: info@animationguild.org

May 23, 2007

Employment Training Panel
4640 Lankershim Blvd, Ste. 311
North Hollywood, CA 91602

We approve the participation of our members employed at Film Roman, in the Video Symphony
ETP Program.

Sincerely yours,



Jeffrey N. Massie
Recording Secretary

LOCAL 839



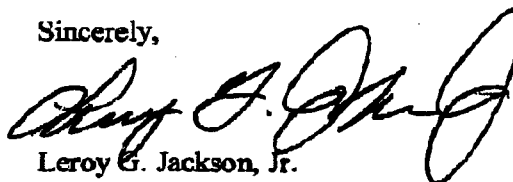
Local 53 • 1918 West Burbank Boulevard • Burbank, California 91506 • (818) 846-0490
Facsimile (818) 846-2306

May 9, 2007

Employment Training Panel
Sacramento, California

NABET-CWA Local 53 fully supports the Employment Training Panel program offered at Video Symphony for its Union members. Many members have already benefited from ETP's program and we look forward to our continued participation.

Sincerely,



Leroy G. Jackson, Jr.
PRESIDENT

LGI:bc
opeiu-153
afleiock
ETP-Panel-07

IBEW**LOCAL UNION 45****BROADCAST • TELEVISION • RECORDING ENGINEERS**May 10, ~~2006~~ 2007**INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL
WORKERS**6255 Sunset Blvd.
Suite 721
Hollywood, CA 90028
(323) 851-5515
FAX (323) 466-1793Employment Training Panel
Sacramento, CA

Local 45 of the IBEW Union fully supports the Employment Training Panel program offered at Video Symphony for its union members. We look forward to our continued participation. We are pleased and excited by the possibilities and benefits of increased technical training to keep our members competitive with all the newest technology and techniques.

LLOYD WEBSTER
Business Manager
Financial Secretary

Sincerely,

A handwritten signature in black ink, appearing to read "Lloyd Webster", written over a horizontal line.

Lloyd Webster
Business Manager/Financial Secretary
Local 45/IBEW**BROADCAST • TELEVISION • RECORDING ENGINEERS**